



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

MEDICAL PRACTITIONERS AWARD 2020
[MA000031]

Health and welfare services

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.1(a) and inserting the following:

	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Intern	63,420	1219.62	32.10

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 1	67,331	1294.83	34.07
Pay point 2	70,043	1346.98	35.45
Pay point 3	70,724	1360.08	35.79

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 1	76,609	1473.25	38.77
Pay point 2	79,751	1533.67	40.36
Pay point 3	83,388	1603.62	42.20
Pay point 4	85,936	1652.62	43.49

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 1	100,118	1925.35	50.67
Pay point 2	104,067	2001.29	52.67

5. By deleting the table appearing in clause 16.1(e) and inserting the following:

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 1	101,147	1945.13	51.19
Pay point 2	104,901	2017.33	53.09

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 3	106,982	2057.35	54.14
Pay point 4	110,919	2133.06	56.13

6. By deleting the table appearing in clause 16.1(f) and inserting the following:

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 1	114,417	2200.33	57.90
Pay point 2	118,057	2270.33	59.75
Pay point 3	122,022	2346.58	61.75
Pay point 4	125,732	2417.92	63.63

7. By deleting the table appearing in clause 16.1(g) and inserting the following:

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 1	101,128	1944.77	51.18
Pay point 2	104,824	2015.85	53.05
Pay point 3	108,208	2080.92	54.76
Pay point 4	110,915	2132.98	56.13
Pay point 5	114,399	2199.98	57.89
Pay point 6	118,011	2269.44	59.72
Pay point 7	121,959	2345.37	61.72
Pay point 8	125,654	2416.42	63.59

8. By deleting the table appearing in clause 16.1(h) and inserting the following:

	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Specialist	116,024	2231.23	58.72

9. By deleting the table appearing in clause 16.1(i) and inserting the following:

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 1	124,060	2385.77	62.78
Pay point 2	128,321	2467.71	64.94
Pay point 3	132,712	2552.15	67.16
Pay point 4	142,118	2733.04	71.92
Pay point 5	144,138	2771.88	72.94

10. By deleting the table appearing in clause 16.1(j) and inserting the following:

	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Principal Specialist	147,076	2828.38	74.43

11. By deleting the table appearing in clause 16.1(k) and inserting the following:

	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Senior Principal Specialist	152,282	2928.50	77.07

12. By deleting the table appearing in clause 16.1(l) and inserting the following:

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 1	102,471	1970.60	51.86
Pay point 2	112,383	2161.21	56.87
Pay point 3	124,060	2385.77	62.78
Pay point 4	137,331	2640.98	69.50

13. By deleting the table appearing in clause 16.1(m) and inserting the following:

Pay points	Minimum annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Pay point 1	115,996	2230.69	58.70
Pay point 2	128,261	2466.56	64.91
Pay point 3	147,076	2828.38	74.43
Pay point 4	159,088	3059.38	80.51

14. By deleting the amount “\$6664.49” appearing in clause 18.2(b)(ii) and inserting “\$6897.74”.

15. By deleting the amount “\$15,606.42” appearing in clause 18.2(b)(iii) and inserting “\$16,152.61”.

16. By deleting the amount “\$24,572.33” appearing in clause 18.2(b)(iv) and inserting “\$25,432.30”.

17. By deleting the amount “\$95.89” appearing in clause 20.5(a) and inserting “\$99.25”.

18. By deleting the amount “\$119,865” appearing in clause A.1.1 and inserting “\$124,060”.

19. By deleting the table appearing in clause A.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Managerial allowance for Senior Doctors only—Level 1	18.2(b)(ii)	5.56	6897.74	per annum
Managerial allowance for Senior Doctors only—Level 2	18.2(b)(iii)	13.02	16,152.61	per annum
Managerial allowance for Senior Doctors only—Level 3	18.2(b)(iv)	20.5	25,432.30	per annum

20. By deleting the amount “95.89” appearing in clause A.1.3 and inserting “99.25”.

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2025.

PRESIDENT